Task Force on the Status of the NTT Faculty at WPI

SOF Tanja Dominko (BBT)

Members:
Kris Boudreau (HUA)
Tiffiny Butler (BME)
Dan Dougherty (CS)
Mike Elmes (FSB)
Destin Heilman (CBC, co-Chair)
Dave Medich (PH)
Mark Richman (ME, co-Chair)
Seth Tuler (IGSD)
Sarah Wodin-Schwartz (ME)
Sharon Wulf (FSB)

December 6, 2018
Faculty Governance Actions on NTT Issues: 2009-2012
(SOF Mark Richman)

- **October 2009:**
  - General Open Discussion

- **January 2010:**
  - Motion to replace “3- and 5-year rule” with institutional goals on credits delivered (discussion, only)
  - Motion to define categories of non-tenure track faculty positions (discussion, only)

- **February 2010:**
  - Open discussion concerning the “3- and 5-year rule”

- **March 2010:**
  - Modified motion to replace “3- and 5-year rule” with institutional goals on credit delivered (failed)

- **March 2011:**
  - Motion on Faculty Handbook statement concerning “Roles of the TTT and NTT Faculty at WPI” (discussion, only)

- **April 2011:**
  - Motion on proposed Faculty Handbook statement concerning “Roles of the Tenured, Tenure-Track, and Non-Tenure Track Faculty at WPI” (**PASSED**)
  - Motion to eliminate the “3- and 5-year rule” (discussion, only)

- **May 2011:**
  - Motion to eliminate the “3- and 5-year rule” (**PASSED**)

- **February 2012:**
  - Motion to establish titles and procedures for appointing, evaluating, promoting, Non-Tenure Track faculty members (for discussion, only)

- **March 2012:**
  - Motion to establish titles and procedures for appointing, evaluating, promoting, Non-Tenure Track faculty members (**PASSED**)
Task Force Origin and Charge

• **Origin:**
  - SOF Tanja Dominko
  - Energy to resume the work from 2009-2012
  - Momentum for broad support
  - Faculty strength to address outstanding issues

• **Charge:**
  - Background work:
    - Examine and evaluate the extent to which Non-Tenure Track faculty members are currently included in WPI’s academic, governance and institutional structures.
  - Goal:
    - Make recommendations to the Faculty and the Administration regarding:
      - the **commitment of the institution** to the NTT Faculty
      - the role, scope, and responsibilities of the NTT Faculty in faculty governance at the department, school and institutional levels that will strengthen the role of the faculty as a whole.
So far... (and in progress)

- **Background work:**
  - In-person interviews with all Department Heads to determine:
    - Inclusion/exclusion of NTTS in Departmental governance
    - Inclusion/exclusion of NTTs in developing courses/programs/curricula
    - Range of roles played by NTTs within the departments
  - Update:
    - 14 of 15 interviews conducted to date
  - *Modest* data collection to obtain:
    - Current NTT snapshot: demographics and longevity at WPI
    - Recent past NTT history: turnover and longevity at WPI
    - Relevant information from 2017 COACHE survey
  - Update:
    - Current snapshot: nearly in focus
    - Recent past history: under construction!
    - COACHE survey: results recovered in very raw form...
  - Open Meeting with NTTs (Nov. 28)
  - Survey of NTTs (TBD)
Preliminary thoughts....

**Operating Principles:**
- The faculty is and will be stronger when its NTT and TTT members are united.
  - Presents an opportunity for us to strengthen the University by strengthening ourselves
  - Requires that we avoid avoidable divisions between us
- The NTT Faculty play a critical role in carrying out WPI’s mission and in delivering our signature programs
- Job security is at the core of academic freedom

**Two coupled goals around which the TTT and NTT faculty can unite:**
- Establishing **job security** for our excellent NTT faculty members through long-term commitments from WPI
- Incorporating NTT faculty members fully into all levels of academic, governance, and institutional structures
What Might Job Security Look Like?

• Long-term contracts for NTT faculty members
  - Renewable at extended intervals
    • With sufficient advanced timing/notice

• “Security of Employment” contracts for NTT faculty members
  - Probationary appointments followed by “indefinite” contracts

• Teaching Track to Tenure for Teaching Professors
  - With tenure criteria appropriate to those positions...